SIU Special Investigations Unit

Annual Report 2004-2005

One Law

The View from Inside

Current and Emerging Issues

- SIU Response to the 2003 Adams Review
- Police Complaints System Review
- TASERs
- Trans-Jurisdictional Policing

Investigations

Case Studies

Communications and Stakeholder Relations

Training

Human Resources and SIU Infrastructure

Financial Expenditures

TABLE OF CONTENTS

4 Message from the Director

Part I:
Inside the SIU

8 The View from Inside

10 Current and Emerging Issues

10 • SIU Response to the 2003 Adams Review

11 • Police Complaints System Review

11 • TASERs

13 • Trans-Jurisdictional Policing

Part II:
Year in Review

18 Investigations

24 Case Studies

30 Communications and Stakeholder Relations

35 Training

37 Human Resources and SIU Infrastructure

42 Financial Expenditures

Part III:
44 Looking Forward

investigations

inquire into; examine; study carefully

106-02877/

SIU SPECIAL INVESTIGATIONS UNIT

UNITÉ DES ENQUÊTES SPÉCIALES UES

Independent Investigations - Community Confidence • Enquêtes indépendantes - Confiance de la collectivité

September 2005

The Honourable Michael Bryant
Attorney General
720 Bay Street, 11th Floor
Toronto, Ontario
M5G 2K1

Dear Mr. Attorney General:

Pursuant to the Memorandum of Understanding between the Ministry of the Attorney General and the Special Investigations Unit, it is my honour to present to you the Annual Report of the Special Investigations Unit, for the year ending March 31, 2005.

Yours sincerely,

James L. Cornish
Director

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MESSAGE FROM THE DIRECTOR

The Special Investigations Unit ("SIU" or "the Unit") marks its fifteenth year of operation in 2005 and it is now a mature organization, staffed by fully trained investigators who are supported by seasoned and knowledgeable supervisors. Over the fifteen years, the SIU has become the most experienced civilian oversight agency in the common law jurisdictions.

My goal during my tenure as Director is to create a Unit that works as a true team, one where all the members work toward a unified and clear goal. During my first year, I have engaged the members of the SIU in a series of discussions about what we value and what we strive to achieve. All of this is being done with a view to setting objectives that are clear and attainable. I hope we will be able to construct a system that allows us to accurately measure the Unit's progress toward that goal.

What are the valid performance measures for the SIU? Indeed, what are the valid performance measures for any organization devoted to the civilian oversight of police? These are questions that have occupied the time of virtually every Director of the Special Investigations Unit and one that I hope to come to grips with during my tenure.

I propose in this message to commence a public discourse on what are the valid performance measures for those engaged in the civilian oversight of police. Performance measures really could be described as "success indicators." In order to determine whether you are succeeding you need to have a clear indication of your goal or objective. Once you have stated your goal, then you can identify indicators to measure whether or not your efforts are supporting that goal or whether they are detracting from it. In selecting indicators, you are attempting to measure progress. If those indicators are directly linked with the goal then the measurement of the indicator will measure your progress towards your goal.

Some indicators are easier to measure than others. For example, "activity indicators," which simply measure how many times someone does something, are easy to measure. They are not usually directly linked to the final objective of an organization and therefore do not provide a good or clear indication of progress towards a goal. Some indicators measure institutional objectives and some measure progress towards a strategic objective. As one moves up this hierarchy (activity indicators to institutional objectives to strategic objectives), it becomes more and more difficult to quantify progress. In other words, qualitative objectives do not often admit of quantitative measure.

Nonetheless, there have been attempts to identify certain quantifiable indicators that may signify progress towards the achievement of the strategic objective of an organization. The

first question to be answered in attempting to arrive at a valid performance measure for the SIU is "What is the role of the SIU?" The SIU is not an instrument to affect policy change through the use of the criminal justice power. The SIU is here to ensure that the criminal law is applied appropriately to police conduct, and by virtue of its independence from the police and government, it is felt that its actions are more apt to be perceived as fair. In other words, the SIU's role is to ensure that there is "one law" governing the conduct of all citizens.

The Ontario Court of Appeal has described the situation of police officers engaged in the execution of their duties as follows:

> *Nor is it any part of the duty of policemen to adopt discretion in place of valour in the discharge of their duties in the many hazardous circumstances in which they have to act.*

In other words, for the police, discretion is often *not* the better part of valour. Thus, in applying the law to police conduct, the Unit must also recognize that the officers are operating under a duty to act even in circumstances of personal danger and, accordingly, they are afforded protections by our law.

The key objective of the SIU is to ensure that the criminal law is applied appropriately to police conduct. How do we measure that? We can measure the number of investigators who have gone to a particular training course, the speed of responding to a call, and the speed of concluding an investigation. Those are what I have referred to earlier as activity indicators and they measure speed and efficiency. They do not always link with the quality of our investigations overall, nor with the objective of the Unit, which is to ensure that the criminal law is applied appropriately to police conduct in those cases that trigger its jurisdiction.

The level of training of investigators surely has a relationship to the SIU's ability to fulfill its mandate. We will continue to track the level of training of our investigators and ensure that their training is at least at a level one would expect from police investigators involved in the investigation of serious cases.

Some may say that the Unit lays too few charges. Progressing along that same line, the criticism may be advanced with the suggestion that too few of those charges result in convictions. Some even advance, as an indicator of poor performance, the fact that of those convicted, the penalties are "light" (that is, they did not include incarceration).

I do not believe that these observations really amount to valid criticisms of the performance of the SIU. There is no minimum level of criminality assumed in any investigative process. Therefore, in response to the notion that too few are charged, the valid inquiry is how many

should be? In response to the notion that too few of these charges result in convictions, one must recall that the criminal justice system has in place safeguards for the individual accused of a crime so as to prevent wrongful convictions. These safeguards apply regardless of the occupation or personal attributes of the accused person. Furthermore, those familiar with the criminal justice system must acknowledge that the mere fact of an acquittal is seldom a reflection on the quality of an investigation and certainly does not mean that the charge should not have been laid. Similarly, it is difficult to conceive how the sentence imposed upon conviction, a strictly judicial function, says anything about the quality of SIU investigations.

One of the purposes of this Unit is to increase the public's confidence in the police. I hope that the public will see that we are independent of the police and thus we expect that any impact of our work will be that the public's confidence in the police will be supported, if not enhanced. I hope as well that our investigations and the other work of the Unit will positively impact upon police practices and training.

What I seek to do over the next two years is attempt to obtain views from many sources as to what appropriate performance measures may be for the SIU. What I search for are indicators that accurately reflect the progress of the Unit towards its key and core goal, that is, ensuring that there is one law for all the citizens of this province. I will report again next year on my progress in this regard.

The SIU will consult with police and community stakeholders about any proposed new performance measures and bring them forward to the Attorney General before adopting them.

James L. Cornish
Director

independent

self-governing; under no obligation to others

SIU PART ONE

INSIDE THE SPECIAL INVESTIGATIONS UNIT

2005 marks the 15th year of the SIU's existence. Since 1990, the Special Investigations Unit has investigated incidents involving the police that have resulted in death or serious injury, including complaints of sexual assault. The SIU is a civilian investigative body, independent of the police, and operates as an arms-length agency of the Government of Ontario.

Throughout the years, the mission of the SIU has always remained clear: to ensure there is one law. This increases the confidence of the people of Ontario in their police services, by ensuring that the criminal law is applied appropriately to police conduct as determined through independent investigations.

This section of the Annual Report provides context for understanding the work of the Unit, by sharing perspectives from inside the SIU and through discussion of issues that have, or will have, an impact on the SIU.

The View from Inside

The Investigative Process.
The primary objective of each investigation conducted by the Special Investigations Unit is to determine whether there is evidence of criminal wrongdoing by carrying out thorough and professional investigations.

What We Can Investigate
The SIU has a consequence-based jurisdiction; it conducts investigations into incidents involving the police and civilians that have resulted in a serious injury or death. Complaints involving the conduct of police that do not involve a serious injury or death are referred to the appropriate police service or other agencies such as the Ontario Civilian Commission on Police Services (OCCPS).

Notification
The involved police service is obliged to report any incidents of death or serious injury that may reasonably fall within the SIU's jurisdiction. That is not to say that notification may only be given by police services. The SIU regularly receives and acts on requests from complainants, members of the media, lawyers, coroners, and those in the medical profession to investigate incidents they believe fall within the SIU's mandate.

The Investigation

The investigative process begins with the assignment of a lead investigator and as many other investigators as required. Investigations typically involve:

- Examining the scene and securing all physical evidence;
- Seeking out and securing the co-operation of witnesses;
- Notifying next of kin, monitoring the medical condition of those who have been injured, and keeping the families informed on how the investigation is progressing;
- Consulting with the coroner if there has been a death;
- Securing police equipment for forensic examination; and
- Submitting an investigative brief, which is reviewed by the Investigative Supervisor, the Executive Officer and ultimately, the Director.

The Unit's in-house forensic identification team participates in investigations by providing technical advice and assistance to investigators about the potential significance of physical evidence. The forensic team protects, collects, preserves, and analyzes the physical evidence related to the incidents under investigation. Technicians are also responsible for interpreting trace evidence and recording the autopsy process in the case of death investigations.

When an investigation is completed, a report is submitted to the Director of the SIU. An SIU investigation always leads to a decision by the Director about whether there are reasonable grounds for a criminal charge(s) to be laid against a police officer or officers. If the Director decides there are no such grounds, the Attorney General is notified and the case is closed. In cases where a charge is laid, the SIU refers the matter to Justice Prosecutions of the Criminal Law Division of the Ministry of the Attorney General, which prosecutes the charge.

First-Person Perspective - Investigators:

SIU investigators are the front line of the Unit, its "face" in the community. With diverse backgrounds, training and experience, the investigators bring a uniquely combined perspective and experience to police oversight.

Investigating SIU matters on a regular basis is always a learning experience that shapes future investigations. With a jurisdiction of the entire province of Ontario, encompassing every municipal police service and the OPP, the daily work of SIU investigators could see any number of us dispatched anywhere from the largest urban communities, to smaller cities, to vast rural areas, to the numerous hamlets dotting the province, to the most remote settlements in the far north.

The logistics of planning the investigations can be daunting, considering the transportation of personnel and technical equipment at a moment's notice to some areas that have limited or seasonal access. What is found on arrival is as diverse as the people and geography that make up the province. Dealing with multicultural customs and sensitive issues and concerns, especially in fatal cases, is a prime consideration.

We must consider planning and conducting dynamic investigations with limited resources because at the onset, many elements of the investigation are conducted concurrently. An SIU investigator must be prepared to evolve to meet the ever-changing face of an ongoing investigation, which will invariably include the forensic investigation, the identification and locating of police and civilian witnesses, and most importantly, the liaising with complainants or the deceased's next of kin.

Current and Emerging Issues in Ontario

SIU Response to the 2003 Adams Review

Since February 2003, when the Honourable George Adams tabled a report of his review of the SIU's business practices and functions, the Unit has been working methodically to implement his recommendations and influence others to do so. In 2004-05, the SIU prepared a progress report for the Attorney General, along with a plan for future action.

Some of the initiatives implemented thus far include:

- Expanded outreach to the community and police services;
- Developing an Affected Persons Service to liaise with and provide services to affected persons or their families;
- Improved public access to information about terminated and closed cases through our website;
- The creation of information packages for police management;
- Racial sensitivity training;
- The adoption of a "30-minute" rule to guide SIU response to complaints by a police service during the course of an SIU investigation;
- Ending the practice of formally reporting to the Attorney General when a charge is laid, in order to relieve police services from the regulatory requirement to conduct their own internal investigations within 30 days, at a time when a criminal prosecution is underway.

These, and a number of other initiatives, are described more fully throughout this Annual Report.

Mr. Adams recommended a series of changes to the legal framework governing SIU investigations, and the SIU has been working with the Ministry of the Attorney General and relevant stakeholders to pursue these changes. These efforts include:

- Seeking to have the *Police Services Act (PSA)* changed so that all civilian members of police services are under a statutory duty to co-operate in SIU investigations;
- Amending the *PSA* to include the definition of "serious injury";
- Amending the *PSA* to recognize the SIU as a "complainant" so that the Director's status as a complainant is clear in the event he or she decides to seek recourse for the breach of a legal obligation imposed on police services and officers during SIU investigatons; and
- Developing specific rules as to what constitutes a "note" in order to reinforce a police service's disclosure obligations to the SIU.

Police Complaints System Review

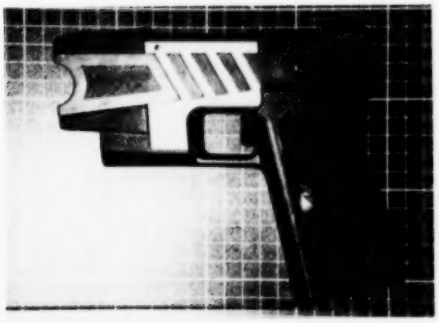
In 2004, former Chief Justice Patrick LeSage was commissioned by the government to conduct a review of the police complaints system in Ontario. Though Mr. LeSage's mandate did not extend to the work of the SIU, he consulted with the Unit, and was urged to look to the SIU's origin and its early challenges when developing his recommendations. As well, the Unit shared some of the lessons learned from the SIU's period of intense reform in the late 1990's.

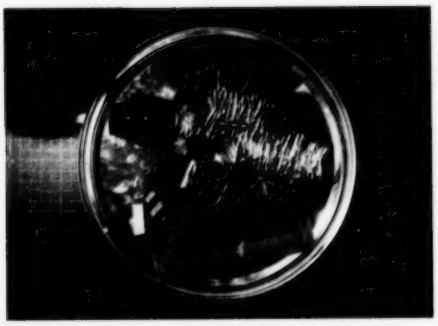
After consulting broadly throughout the province, Mr. LeSage recently tabled his report, which contains recommendations for significant changes to the police complaints system that are intended to create a system that meets the needs of both citizens and police agencies. The SIU will work with whatever new civilian oversight agency may be created to develop inter-agency procedures that ensure the seamless delivery of civilian oversight. A sub-committee of members of the Director's Resource Committee is working to provide feedback in support of successful civilian oversight in Ontario.

TASERs

TASERs, popularly known as "stun guns", are hand-held devices that emit high-voltage electricity at low current. The electric shock delivered by TASERs overrides the central nervous system, rendering recipients temporarily immobilized.

TASERs captured the public's attention in 2004 and there is much debate in Ontario about the





extent to which police services should be equipped with TASERs. Currently, the device and its use are limited by the police service to tactical units and certain senior rank officers in a number of police services across the province.

Those in favour of arming more officers with TASERs assert that the technology is a legitimate use of force that assists in subduing violent offenders without causing serious injury or death. It is said, as well, that TASERs contribute to officer safety by providing officers an additional means of defending themselves without resorting to lethal force.

Some opponents of the TASER question the claim that it is a "less than lethal" weapon. They argue that more and better research is required, particularly in relation to its effects upon people suffering from mental illness or psychotic episodes and those under the influence of drugs. Critics also voice concerns about the effectiveness of the training that officers receive on the use of TASERs, pointing to examples of apparently abusive use of the device.

Whatever the eventual outcome of the debate, the reality is that civilian oversight bodies will have to investigate cases involving the use of TASERs by police officers. For example, in three incidents this year the SIU has investigated the deaths of three men following their interaction with police during which the TASER was deployed. In each of these cases, it was determined that the use of the TASER was not a contributing factor to the death. In British Columbia, a number of high profile incidents involving the use of TASERs by law enforcement prompted the Police Complaint Commissioner to order a wide-ranging and comprehensive study on the subject. It was released in June 2005.

If they are to do their jobs effectively, police oversight bodies must be educated about TASERs and their use. The SIU has taken steps to ensure that investigators are knowledgeable about the technology itself, familiar with how police are trained in the use of TASERs, and understand concerns about the potential abuse of the weapon and the harm it may cause when used. The following are examples of how the SIU has been engaged in TASER issues this year:

- Experts in the use of TASERs have provided training to SIU investigators, and the Unit has drawn on the expertise of the Coroner's office and will continue to consult officials with respect to specific cases.
- The Unit has liaised with the Home Office in the United Kingdom to learn from its experience with this technology.
- Staff have corresponded with Amnesty International and reviewed its work, particularly with respect to concerns about the use of the device by law enforcement.

- The SIU benefited from research on TASERs done by a university student who interned at the SIU as part of her forensic identification studies.
- The Unit sought and received feedback about TASERs from community groups through the Director's Resource Committee.

These initiatives have proven to be valuable to the SIU in its approach to investigations of incidents involving TASERs. Training efforts will continue as the debate unfolds.

Trans-Jurisdictional Policing

Trans-jurisdictional policing refers to policing activities involving officers from various and/or different jurisdictions. There are a number of distinct issues associated with it that come up at some point each year. Clear direction about how to manage these issues would help to reduce uncertainty during an incident. For example, issues arise when police officers with provincial authorities perform policing duties out of province. In the past few years a number of events, such as the G8 Summit in Alberta and demonstrations in Ottawa, have brought this to the forefront as police officers from a number of provinces provide additional resources to the security for such events. Similarly, joint criminal investigations involving more than one province also occur on a regular basis.

Two key questions arise from the SIU perspective. What are the powers of police officers from out-of-province? And what are the powers of the SIU in overseeing their policing activities? Police officers do not have the same authority when working out-of-province because they are governed by provincial legislation. They are often sworn in as Special Constables when working out-of-province for a specific security function. The SIU anticipates that if and when the need arises, officers that do not fall within its jurisdiction will co-operate in an SIU investigation and would be offered treatment analogous to that provided by the Unit to police officers within its mandate. There would, however, be greater certainty in these cases if there is agreement amongst key stakeholders and it is reflected in regulation.

The second issue similar to trans-jurisdictional policing has been raised by some First Nations Police Services in Ontario. The legislated authority of the SIU specifically excludes First Nations police officers from being investigated by the SIU because they are not included in the definition of 'police officer' under the PSA. Some First Nations Police Services have approached the SIU and discussed the possibility, and the potential benefits, of having their officers' actions independently investigated by the SIU. The SIU will continue to meet with members of First Nations Police Services and leaders of the First Nations communities to discuss possible solutions to this complex issue which can likely only be resolved through legislative change.

SPECIAL INVESTIGATIONS UNIT

Frequently Asked Questions

Q. CAN THE SIU INVESTIGATE ALL COMPLAINTS AGAINST POLICE?

A. The SIU has a narrow, consequence-based jurisdiction. We conduct investigations into police activity where someone has died or has been seriously injured. This includes allegations of sexual assault. Complaints involving police conduct, services and policies that do not result in a serious injury or death must be referred to other complaint processes.

Q. WHAT ARE "SERIOUS INJURIES?"

A. The SIU continues to use the definition of serious injury that was created by the SIU's first Director, the Honourable John Osler. The definition was published after consultations and has withstood the test of time and significant challenges. Indeed, the Ontario Association of Chiefs of Police has adopted this definition, recommending to its members that they use it in determining whether a case falls within the jurisdiction of the SIU. The Osler definition reads: *"Serious injuries" shall include those that are likely to interfere with the health or comfort of the victim and are more than merely transient or trifling in nature and will include serious injury resulting from sexual assault."Serious Injury "shall initially be presumed when the victim is admitted to hospital, suffers a fracture to a limb, rib or vertebrae or to the skull, suffers burns to a major portion of the body or loses any portion of the body or suffers loss of vision or hearing, or alleges sexual assault. Where a prolonged delay is likely before the seriousness of the injury can be assessed, the Unit should be notified so that it can monitor the situation and decide on the extent of its involvement.*

The key aspect of the Osler definition is the impact the injury has on the individual's life, health and ability to carry on in a normal fashion.

Q. WHAT ARE THE QUALIFICATIONS OF AN SIU INVESTIGATOR?

A. The average investigative experience amongst our 40 investigators and forensic identification technicians is 25 years. Our full-time investigative team is balanced in that half of them are former police officers and the other half come from civilian investigative backgrounds.[1] All of our investigators have extensive experience investigating deaths, sexual assault complaints, allegations of serious assaults and firearm incidents.

[1]This balance changes modestly from year to year.

SPECIAL INVESTIGATIONS UNIT Q&A

Q. HOW LONG DO SIU INVESTIGATIONS TAKE?

A. The SIU has set goals and targets for expeditious investigations. We recognize it is important to resolve cases in a timely manner and statistically, over half of our cases close within 30 days. However, every investigation is different and some, due to their complex nature or unforeseen circumstances, require more time to complete.

It is also important to note that the thoroughness of the investigation takes precedence over the length of time it takes to finish an investigation. No case is presented to the Director for decision until the investigation is complete.

Q. WHAT HAPPENS AT THE END OF AN INVESTIGATION?

A. Our sole focus during the investigative process is to gather the evidence. Once all the evidence is gathered, the Director makes a decision whether there are reasonable grounds to lay a criminal charge(s) against a police officer(s). Also, in order to ensure the investigative and supervisory staff are always learning, a number of closed investigations are selected each month and subjected to critical review.

At the end of the process, the SIU strives to provide an explanation of what happened to all those involved. The Attorney General of Ontario, the Chief of the involved police service or the Commissioner of the OPP, and all others involved in the incident, are notified of the investigation's findings and the Director's decision.

SPECIAL INVESTIGATIONS UNIT
UNITÉ DES ENQUÊTES SPÉCIALES
Ontario

community

a body of people living in a specific locality
and in a social relationship

THE YEAR IN REVIEW

This section focuses on the activities, initiatives and undertakings of the SIU from April 1, 2004 to March 31, 2005. It provides an overview of investigations, outreach and communications, human resources and training, and finances.

Investigations

Occurrences

There were 137 occurrences investigated by the SIU in 2004-05, the lowest number of total occurrences in more than a decade. The SIU laid charges in 3 of the cases, all of which related to custody injuries.

Custody injuries (42%) and vehicle injuries (22%) accounted for 64% of all occurrences. Firearm deaths were the highest they have been since 1996-97; however, they are still a small percentage of occurrences. Historical occurrence data can be found in Appendix A.

OCCURRENCES
APRIL 1, 2004 - MARCH 31, 2005

Types of Occurrences	#	Types of Occurrences	#
Firearm Deaths	8	Other Injuries/Deaths	2
Firearm Injuries	4	Vehicle Deaths	9
Custody Deaths	15	Vehicle Injuries	30
Custody Injuries	58	Sexual Assault Complaints	11

Total Occurrences: 137

Number of cases in which charges were laid: 3

Number of officers charged: 4

For the first time, the SIU Annual Report includes a list of occurrences by region and police service, allowing readers to compare incident rates against population and specific police services. For example, it can be noted that while the SIU's central region accounts for 62% of Ontario's population, it accounted for just 54% of the cases investigated by the Unit. This chart can be found in Appendix B.

Measuring Performance

The SIU's objective is to ensure that the criminal law is appropriately applied to police conduct, thereby maintaining the public's confidence in its police services. Assessing whether the Unit achieves this objective is a challenge. Since 1999, the Unit's internal performance measurement has focused on quantifiable activities ("activity indicators") related to the efficiency of its investigations such as the speed of responding to a report of an incident, the number of investigators sent to the scene, and the time it takes to conclude an investigation.

As noted in the Director's Message, these measures may not directly link to the SIU's key goal, and there is no real agreement among external stakeholders about their meaning, their relative importance, or the standards that should be applied. For example, police services are most interested in a speedy resolution of an investigation because of the impact of lengthy investigations on subject officers. This may lead them to perceive a lengthy investigation as evidence that the SIU lacks resources or capacity to conduct proper investigations, or is biased against the police (in that some may say a long investigation means that the SIU is trying to make the evidence fit a charge).

Conversely, community representatives are most interested in thorough investigations, and express concern that investigations may be concluded too hastily and that the SIU may be biased in favour of the police. Thus, the same four week-long investigation may be criticized as being both too hasty, by the community, and too lengthy, by the police.
The actual amount of time required for an investigation will vary from case to case according to evidence that is available and the types of forensic examinations that are required.

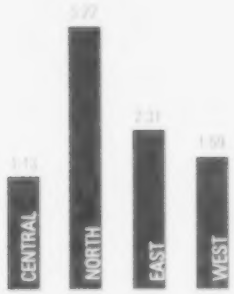
The SIU is working to develop new performance measures that more accurately reflect the SIU's key objective. The following sections report on closure rate, response time, and deployment, which continue to be used as performance measures. The SIU also seeks qualitative feedback from police services, through the case review process, and communicates with affected persons, their families and the community in order to learn their perspectives about the Unit's performance.

Initial Response

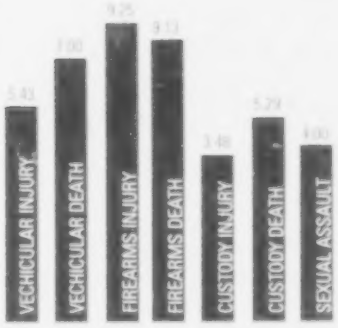
The SIU measures the time it takes investigators to arrive at an incident. Speed of response can be important in some case types - in order to collect and secure physical evidence and to make contact with witnesses before they leave the scene. In 54% of cases the SIU arrived on scene in just over an hour on average. The initial deployment of investigators also correlates to case type.

AVERAGE RESPONSE TIME BY REGION

TIME (IN HOURS)



AVERAGE NUMBER OF INVESTIGATORS DISPATCHED BY CASE TYPE



In order for the SIU to provide enhanced service and increased availability and response of investigators for both initial calls for service and for off-hour interviews, the SIU moved to both a day and afternoon shift effective April 4, 2004. The day shift hours are currently from 0700 hours to 1500 hours and the afternoon shift hours are from 1400 hours to 2200 hours.

Closure Rate

The closure rate is based on those cases closed by the Director's decision to conclude an investigation. Cases in which charges are laid are not closed because further investigation and legal proceedings may take months or even years. The closure rate then is the length of time it takes from the time an incident is reported to the decision not to lay a charge. The SIU has set an internal performance standard of closing 65% of its cases within 30 days. This standard has been met for the last four years. In 2004-05, 76% of our closed cases were done so within 30 days. Historical data can be in found in Appendix A. The time a case takes to close is often not within the SIU's control, as investigators may have to wait for lab results, or for witnesses to make themselves available for interviews. (See case 04-OCD-072)

AVERAGE RESPONSE TIME BY REGION

TIME (IN HOURS)

AVERAGE NUMBER OF INVESTIGATORS DISPATCHED BY CASE TYPE

Closure Rate

2004-2005 CLOSURE DATA
(EXCLUDING 3 CHARGE CASES)

Total # of cases	117
Average # of days to close	23.93
# of cases closed within 30 days	89
% of cases closed within 30 days	76.07%

Terminating an Investigation

If, during the initial stage of an investigation, the facts establish that the incident does not fall within the SIU's jurisdiction, the Director is consulted and, as appropriate, will exercise his discretion to *terminate* the investigation. In 2004-05, **34** cases were terminated, because it was determined that there was not in fact a serious injury, or there was patently nothing to investigate. For example:

- In response to a call about a man in distress, police officers attempted to arrest the man who was armed with a knife and a baseball bat. Pepper spray and a TASER were used in an effort to subdue the man. He was arrested under the *Mental Health Act* and walked unaided to the police cruiser. He was taken to hospital, but approximately two hours later he went into medical distress and died. A post-mortem determined that the use of the TASER did not cause or contribute to the man's death. Based on the information gathered in the investigation, the Director terminated the investigation.
- During the investigation of a domestic dispute, a man was asked by police officers to leave the premise but he refused. When officers attempted to remove him, a struggle ensued, resulting in the man sustaining three broken ribs. Medical personnel confirmed that medical intervention was not required as the fractures were undisplaced and the injuries would heal completely. The Director found that in the absence of serious injury, SIU investigation of the matter was not warranted, and the investigation was terminated.

Non-Jurisdictional Incidents

The SIU often receives requests from the public to investigate incidents that are outside its jurisdiction. In 2004-05, the Unit received **181** non-jurisdictional complaints, **154** from members of the public and **27** from police. Where appropriate, these are referred to other agencies.

For example:

- A man called the SIU, alleging that police officers came to his home, arrested him and seized his passport. He was released without being charged, but claimed that his passport had not been returned to him. The complainant was told that this incident was outside the jurisdiction of the SIU and to contact the police service.
- A man telephoned the SIU to report that police officers recovered his work van and towed it to a compound. He maintained that they did not do an inventory of the equipment he had stored in the van and that some items were missing, including a new front tire and wheel. He was told that his complaint was outside the jurisdiction of the SIU and referred to the police service.
- A police service notified the SIU that during the course of an arrest for public intoxication a man banged his head into a screen door. While at the hospital, he was found to have a broken nose and received two stitches. There was no other medical intervention. The police service was informed that the SIU would not be conducting an investigation because there was no serious injury.

Case Reviews

In 2004-05, the SIU conducted 16 case reviews with police services across the province. The purpose of these reviews is to ensure that standards are being met and that opportunities for improvement are explored. During the first part of the review, the police service completes a questionnaire about the Unit's performance. The questionnaire has been expanded to allow police services to provide more feedback, and to reach out to officers involved in investigations to obtain their feedback as well. Based on the response, the SIU and the police service may then meet face to face to discuss specific issues that arose during the course of the investigation. These reviews may be initiated either by the SIU or at the request of a police service. The Director and the Executive Officer attended a number of meetings sparked by this process. Each resulted in a free exchange of opinions and positive ideas for change that could be made by either the SIU or the police service.

Affected Persons Service

The SIU is developing a new pilot programme, the Affected Persons Service, in response to recommendations from the Honourable George Adams to address a gap in services for involved persons and their families. The purpose of the programme is to provide affected persons with a full range of services, should they wish it, and to support them through the investigative process. This will include emotional support and referrals, crisis intervention, and updates on the investigation during their involvement in the process. This kind of support will also be available during any other related processes such as an inquest, or the judicial process if charges are laid.

The programme will be piloted in 2005-06 when the Affected Persons Coordinator is hired. This position will relieve investigators, who have historically been the liaison with affected persons and their families, of these responsibilities.

November 22, 2004

James L. Cornish
Interim Director
Special Investigations Unit
5090 Commerce Boulevard
Mississauga, Ontario
L4W 5M4

Dear Mr Cornish

We would like to express our thanks and gratitude to you and your staff for the professional and compassionate conduct of business in the matter of the recent death of our son Christopher. In particular, we would like to acknowledge, the work of Investigators Jon Ansell and Allan Eaton.

Jon and Allan helped us to understand and deal with this tragic event. While we were in transit to Ontario they spent time with our son Michael to explain the events and process of the investigation and, to console him. This has greatly helped Mike to understand and accept the terrible news. They provided much needed answers and information to our daughter Angela and to Michael when they were being subjected to sensationalism news reports and stories. This gave them comfort. Our conversations and meeting with Jon and Allan were as complete and professional to the business at hand yet caring and calming.

At this time we know the case is yet to be closed, nonetheless, we do feel a sense of completeness - thus this letter. Thank you again.

Sincerely:

John & Gail Green

John & Gail Green

CASE STUDIES

The following cases illustrate the range and complexity of the work undertaken by the SIU. The information included in the case studies has already been released to the public and the corresponding news releases can be found on the SIU website by referring to the case number.

04-OFI-044

At approximately 10:24 a.m. on April 13, 2004, officers of the Hamilton Police Service (HPS) responded to information that a man wanted on a parole revocation warrant was at a motel on Centennial Parkway. Officers observed the man as he left the motel and began walking on Centennial Parkway North. He ignored an order by police to stop and kept walking. One officer exited his cruiser and commanded the man to stop. Again, the man kept walking. When the officer saw that the man was armed with a knife, he withdrew his firearm and ordered him to drop his weapon. The man then confronted the officer in a threatening manner and the officer fired three times, hitting the man in the arm and leg. The man was taken to Hamilton General Hospital where he was treated for his injuries and released to the custody of a federal institution.

The SIU dispatched ten investigators, including four forensic identification technicians to probe the incident. SIU investigators designated one subject and seven witness officers. Police reports and notes were requested and obtained, in addition to the police firearm that was discharged. The scene was videotaped, photographed, measured, and extensively examined for evidence.

Based on the evidence collected, the Director concluded that the subject officer was legally justified in the shooting, as he was reacting to an imminent threat of death or grievous bodily harm.

04-PVD-046

At approximately 2:35 a.m. on April 22, 2004, an officer from the Glencoe Detachment of the OPP attempted to stop a vehicle that was traveling at a high rate of speed. The 17-year-old driver refused to stop and the pursuit was discontinued. At approximately 3:00 a.m., another OPP officer observed the same vehicle traveling at a high rate of speed. He activated his cruiser's emergency lights and began to follow the vehicle, which was a considerable distance ahead. After about two and a half minutes, the officer came upon the vehicle, which had left the gravel roadway and struck a tree. The driver was taken by ambulance to Strathroy General Hospital, where he was pronounced dead.

Seven investigators with the SIU investigated the extent of police involvement in the collision. One subject and one witness officer from the OPP were designated and the SIU appealed to anyone who witnessed the incident to contact the Unit.

Based on the evidence gathered during the investigation, the Director concluded that there were no reasonable grounds to believe that an officer committed any criminal offence. He affirmed that the youth chose to attempt to outrun the police and as a result of high speeds and road conditions, he lost control of the vehicle he was driving and collided with a tree.

CASE STUDIES

04-OCI-051

On May 2, 2004, a man was arrested by members of the Peel Regional Police Service (PRPS) for an alleged sexual assault offence and taken to the 12 Division station. He was allegedly assaulted by two officers while in police custody and suffered serious injuries as a result.

After an extensive SIU investigation, the Director concluded that there were reasonable grounds to believe that the two Constables jointly committed the offences of aggravated assault, assault causing bodily harm and uttering a threat to cause death or serious bodily harm.

A summons was issued requiring the two Constables to appear at the Ontario Court of Justice in Brampton on November 5, 2004, to answer to the charges. This case is presently before the courts.

04-PVD-053

Shortly before 8:50 p.m. on May 5, 2004, an officer from the Sudbury detachment of the OPP was travelling northbound on Highway 69 and observed sparks coming from the rear of a southbound SUV. The driver of the SUV did not stop and the officer began a pursuit with the cruiser's emergency equipment activated. The driver of the SUV, suddenly, and for no apparent reason, crossed the centreline and collided with an oncoming tractor-trailer. He died on impact.

The SIU interviewed 14 police and civilian witnesses and reviewed police notes and reports. SIU forensic identification technicians photographed, videotaped, mapped and measured the scene and a comprehensive collision report was prepared.

The Director concluded that there were no reasonable grounds to believe that the subject officer was criminally liable for the collision.

04-OCD-056

At approximately 11:17 p.m. on May 13, 2004, officers from the London Police Service (LPS) responded to complaints that a man was breaking windows and doors of businesses along Hamilton Road. Several officers confronted the man in a parking lot on Rectory Street where the man was shouting and waving his hands in the air. One officer told him that he was under arrest and ordered him to get down on the ground, at which time the man moved close to the officer, swinging his arms. The officer pepper sprayed him, however, the man continued towards the officer, unaffected by the spray. The officer then punched him in the face and forced him to the ground. Six other officers applied pressure with their hands on his shoulders to hold him down as he was yelling, swearing and struggling to break free. The man managed to push himself up and an Emergency Response Service (ERS) officer used a TASER several times, calling out for him to stop resisting. The TASER did not seem to have any effect as the man continued to struggle. One officer delivered knee strikes in an attempt to control him and all seven officers used their combined body weight to hold the man to the ground as they bound his wrists and feet.

The officers transported the man to the hospital where three security staff and an orderly met them outside. When the doors of the wagon were opened, the man jumped out and landed heavily on the pavement. Four officers and the hospital staff struggled to control the man who was yelling unintelligibly. He was conscious and struggling during the seven minutes it took to put him on a restraint stretcher. He stopped breathing approximately four minutes after he entered the hospital. Hospital staff tried to resuscitate him but he was pronounced dead at 12:19 a.m.

The SIU designated seven LPS officers as subjects of the investigation. The SIU gathered pertinent evidence from the arrest scene, including the involved officers' equipment, and investigators received statements from 45 police and civilian witnesses. Investigators also attended the post mortem examination, which concluded that the death was caused by cocaine-induced excited delirium. A Coroner's Inquest jury later supported this conclusion.

Based on the evidence collected, the Director concluded that there were no grounds to believe that any LPS officers were criminally responsible in relation to the death. The struggle they engaged in was substantial and justified, but did not play a role in the man's death. Only non-lethal and less-lethal force options were used; none of the officers' actions caused serious injury or death.

04-PFD-063

At approximately 6:40 p.m. on June 6, 2004, two officers from the Oxford detachment of the OPP responded to a home in Ingersoll to check on the welfare of a woman whose daughter had not been able to make contact with her. The officers arrived at her home and received no response at the front door. While walking around the side of the home, the officers saw a man and a woman walking near the back of the house. One of the officers called out to the couple to stop. The woman ran toward the officer with the man chasing after her. The man tackled her and began stabbing her with a knife. As one officer attempted to pull the man off the woman, the second officer ordered him to drop the knife. The man did not comply and the officer fired 3 shots at him. The man continued to stab the woman and the officer fired 3 more shots, fatally injuring the man. The officers radioed for assistance and proceeded to administer first aid to both the man and the woman until the paramedics arrived. The woman stated that the man was taking her to a motel to kill her just prior to the arrival of the subject officers.

The SIU assigned eight investigators, including three forensic identification technicians, to investigate the circumstances surrounding the shooting.

Based on the evidence and the man's proven history of violence towards this woman and the circumstances of the case, the Director concluded that the subject officers were legally justified in the fatal shooting.

04-TFD-067

At approximately 12:10 p.m. on June 13, 2004, the Toronto Police Service (TPS) received a call about a shirtless man walking with a knife in the area of Lawrence Avenue near Edwards Gardens. Several police units were sent to find the man. Three TPS officers arrived in the parking lot of Edwards Gardens and witnesses gave the officers directions to where the man was last seen.

At approximately 12:24 p.m., two officers saw the man near a bridge holding an electrical extension cord. At that point, officers could not see a knife. After radioing to the other officer that they had found the man, one officer drew and expanded his asp baton, while the other drew his pepper spray. The officers commanded the man to get down on the ground and one officer managed to grab the man's elbow. The man broke free. At that moment, the second officer pepper sprayed him as he ran past the officers and over a bridge. The pepper spray seemed to have no effect on the man.

The two officers ran after the man with the third officer running behind them. This officer radioed that they were in a foot pursuit. The police followed him for approximately 100 metres until he came to a sudden stop on the path. The man turned toward the officers and drew a large knife from the front of his pants. The officers immediately dropped their asp batons and pepper spray and drew their handguns.

The man held the knife above his head and quickly moved toward the three officers who were approximately 20-30 feet away. The officers immediately backed away on the path and repeatedly shouted at him to drop the knife. One officer activated his portable radio for a few seconds while yelling numerous times for the man to drop the knife. The man continued to advance on the officers and yelled either, "We're all going to die," or "You're all going to die." He then quickly turned with the knife raised above his head and moved toward one of the officers who was off the path backed up against some bushes and trees. All three officers fired at the man. He was approximately 4-8 feet away from the officer when he was struck.

A total of eight shots were fired from all the officers, four of which struck the man. He was hit 3 times in the back and once in the left side of the chest. One officer was also shot in the leg, receiving a superficial wound. Witness accounts and physical evidence indicated there was continuous movement during the 3-minute confrontation on the footpath.

One member of the Emergency Task Force unit was monitoring the incident on the radio and eventually began to make his way to the park. The officer arrived after the shooting occurred.

The SIU assigned seven investigators and four forensic identification technicians to investigate the incident. As part of the SIU investigation, investigators measured, mapped and obtained aerial photographs of Edwards Gardens and Wilket Creek Park to help plot the locations and movements of people involved in the incident. The scene was revisited a number of times for analysis. Three police firearms and the spent cartridges and projectiles were seized and analyzed. Investigators interviewed a total of 29 police and civilian witnesses.

The Director concluded, based on the physical evidence and testimonies of witnesses, that the shooting was legally justified. He believed that the man was shot because he refused to comply with the officers' demands that he drop his weapon and indeed, advanced on the officers uttering threats. He turned on one officer in particular and it was that direct threat that caused the police to shoot for fear of an officer's life.

04-OFD-071

At approximately 6:02 p.m. on June 18, 2004, the Belleville Police Service received a 911 call notifying them that a man was drinking and expressing self-destructive thoughts. He was also threatening to harm police officers. At approximately 6:29 p.m., two officers noticed the man walking down from the rear steps of a bar. An officer traveling in a cruiser and an officer on foot approached and called out for the man to stop. He ignored the police and continued walking. The man went around the corner of the building into the parking lot followed by the officers. The officers were positioned on the north side of the lot and confronted the man who was along the south side. The man was armed with a handgun and pointed it at the officers. The two officers also had their firearms drawn and repeatedly ordered him to drop his gun. The man refused. At approximately 6:31 p.m., the confrontation ended when both officers fired their weapons, fatally striking the man.

The SIU designated two subject officers and three witness officers from the BPS. Investigators reviewed police communications tapes, notes, and civilian witness statements. Forensic identification technicians seized ballistic, biological, and physical evidence pertinent to the investigation. In addition, two police firearms and a .32-calibre handgun found at the scene were secured and examined. The evidence indicated the subject officers fired a total of 16 rounds.

The Director concluded that the officers were justified in using lethal force, as they reasonably feared for their own lives.

04-OCD-072

At approximately 7:30 a.m. on June 22, 2004, a Windsor Police Service (WPS) officer responded to a call about a theft suspect who had reportedly broken into a car. The officer arrested the man and transported him to the WPS headquarters building, where the man was lodged in his cell at about 9:00 a.m., without any incident. The information gathered shows that the police kept an adequate watch on the man, who was in reasonable physical condition and did not display any symptoms of impairment or medical distress prior to being lodged in the cell. At approximately 4:35 p.m., a police service member went to the man's cell to give him dinner. The man was lying on the bench and would not wake up; he was unconscious but breathing. WPS officers placed him on the floor and administered CPR. The paramedics arrived and at approximately 5:20 p.m., the man was transported to hospital. He died at approximately 5:41 p.m.

A post mortem examination concluded that there was no anatomical cause of death. This was followed by a prolonged series of tests on the deceased person's blood, and consultations with the Coroner. These were done with a view to conducting an exhaustive investigation.

The SIU ruled out any cause that could be attributed to police conduct. The Director concluded the officers did keep an eye on the man and when they noted that he was not responding, they acted quickly in an effort to save his life.

CASE STUDIES

The 2002-03 Annual Report described two SIU investigations in which charges were laid against police officers. The case studies below provide follow-up information about events post-investigation.

02-TCI-098

On July 24, 2002, a man walking home from work in Toronto was stopped for questioning by a police officer who was patrolling the area. The man, who at first glance resembled a wanted suspect, was subsequently arrested and received injuries during the arrest. The following day, the SIU was notified of the incident and an investigation was launched.

SIU investigators interviewed eight local residents, medical personnel, and nine police officers. In addition, the SIU obtained and reviewed various police reports, records, and duty notes.

The Director of the SIU concluded that there were reasonable grounds to believe that the subject officer committed the offence of assault causing bodily harm, and caused a charge to be laid against the officer.

In October 2004, the judge found the constable guilty of assault causing bodily harm. She found that he had no legal right to detain the man after realizing that he was, in fact, not the suspect the constable was looking for, and should have done more to quell the situation, rather than instigate a physical altercation.

In sentencing, the constable received a conditional discharge and will not have a criminal record. The judge found that although he showed a momentary lapse in judgment in arresting the man and what followed, there was no evidence of a planned encounter and no evidence of gratuitous violence. She also cited the constable's impressive and otherwise unblemished record as a police officer.

The officer has launched an appeal to his conviction. The complainant has brought a $1.6 million lawsuit against the officer and the Toronto Police Services Board.

02-OCI-099

On May 24, 2002 at 9:45 p.m. an off duty officer of the Peel Regional Police Service (PRPS) was driving to work and became involved in an altercation with the male driver of another vehicle. Shortly after exiting Highway 410 at Queen Street in Brampton they brought their vehicles to a stop. They exited their vehicles and then became involved in a physical altercation.

On July 26, 2002, the civilian driver came to the SIU offices and reported that he had sustained serious injuries as a result of the altercation. The SIU launched an investigation. During the 17-week probe investigators interviewed numerous civilian witnesses, the medical personnel who treated the citizen and 15 police officers. They also obtained and reviewed records generated by the PRPS including officers' notes and communication tapes, medical records and photographs.

The Director concluded that there were reasonable grounds to believe that the police officer committed the offence of assault causing bodily harm, under section 267(b) of the Criminal Code of Canada, and caused a charge to be laid.

Trial was to begin on February 11, 2004, however a series of delays occurred because the judge scheduled to hear the case was ill. In September 2004 a mistrial was declared. Beginning in November 2004, the judge at Brampton Court heard evidence that the man had been driving erratically around another vehicle, belonging to an off-duty PRPS constable. Three witnesses gave evidence that the man had already been restrained by the constable and a civilian witness prior to the constable striking him numerous times in the head, resulting in teeth being knocked out, fractures to the cheek, a bloody nose, a cut to the forehead and a swollen eye.

On January 27, 2005, the PRPS constable was found guilty of assault causing bodily harm. The matter is currently under appeal.

Communications and Stakeholder Relations

Outreach
In his 2003 review, the Honourable George Adams recommended that the SIU enhance and reinforce its outreach efforts to ensure its legitimacy in the eyes of the public. The SIU recognizes outreach both as a long-term goal and a continuing endeavour and in August 2004, revised its outreach strategy to include a framework and work plan that defined priorities and objectives for the year.

Outreach Objectives:
- Educate and increase understanding of the role of the SIU, enhance its credibility, and promote a positive image so that the public can recognize the SIU as a reliable public institution;
- Educate and provide support capability for those affected by our investigations;
- Raise overall awareness of the existence of the SIU.

The target audiences of the strategy are:
- Approximately 23,300 police officers in 62 municipal, regional, and provincial police services;
- Complainants or family members of those affected by our investigations;
- Policing community, including associations;
- Community groups;
- Community 'connectors' (legal aid clinics, social workers, hospitals);
- Attorney General, the Government of Ontario, and the Legislative Assembly;
- The media;
- Members of the public; and,
- Other oversight bodies.

With objectives and stakeholder groups identified, the SIU developed a series of strategies to reach its goals, some of which are described below. The challenge was, and will continue to be, to make the best use of its resources to reach people across the province.

Communicating with the Public
The aim is to raise awareness amongst those who know very little about the SIU while also ensuring that specific groups such as police management personnel can access more in-depth information. The strategy was to update all information materials - website, PowerPoint presentations, information brochures and folders. These products were revised to ensure that the information disseminated was up-to-date, and met the needs of the SIU's diverse stakeholder groups.

In January 2005, a new section appeared on the Unit's website titled "Report on Cases." While media releases continue to be posted on the website at the conclusion of investigations, this new section is for brief case summaries of those cases which did not attract media attention or did not require a media release. This is further to Mr. Adams' recommendation that the SIU publish information on incidents where the Unit did not exercise its jurisdiction or where its involvement was terminated shortly after initiating an investigation. The 'Report on Cases' section on the website is another initiative to close the information gap.

Example of a Report on Case: 05-TVI-014

SIU SPECIAL INVESTIGATIONS UNIT
UES UNITÉ D'ENQUÊTES SPÉCIALES

Independent Investigations • Community Confidence • Enquêtes indépendantes • Confiance de la collectivité

REPORT ON CASES

Incident Date: February 9, 2005
Date of Director's Decision: March 11, 2005
05-TVI-014

James L. Cornish, the Director of the Special Investigations Unit (SIU), has concluded that a Toronto Police Service (TPS) officer is not criminally responsible after a 20-year-old man was struck by a police cruiser.

The incident occurred on February 9, 2005, in the parking lot of a manufacturing company on Carrier Drive. At approximately 1:55 a.m., two TPS officers answered an alarm call at Nestle Foods. As the officers pulled into the parking lot, they saw a man running from a minivan that was parked outside the front office door. One officer gave chase on foot while the other pursued the man in a cruiser across the parking lot. The man ran about 80 metres and then turned into a shallow, no-exit alcove. He immediately came back out and headed for Carrier Drive, running in front of the police cruiser. He was struck by the passenger side of the cruiser and broke his leg as a result.

Director Cornish determined that the man inadvertently stepped into the path of the cruiser, which was trying to block his escape. The Director concluded the contact made with the man's leg was unintended and he stated, "The driving in this case does not amount to a marked departure from the standard of care expected of a reasonable motorist."

Outreach to Police

Mr. Adams also recommended that the SIU prepare a package of materials for use by police agencies that have limited contact with the SIU so that they can understand the process and their role in SIU investigations. Much progress has been made in this regard. Information folders were created for police services and are intended to be a one-stop resource, particularly for those services that have little contact with the SIU. The folders contain an Incident Checklist for Police Services and will hopefully meet the information needs of police officers involved in the operational aspects of an SIU investigation. The Checklist is available in the back of this report and on the SIU website. It is not an exhaustive list of what is required by police services, rather it is meant to be an aid to assist the police in understanding the steps in an SIU investigation and their duties. If an officer has a question about the process, they may also call the SIU Occurrence Report Line.

Representatives of the SIU continued to encourage discussions with the policing community by engaging in 21 presentations and meetings with a range of police services, Chiefs of Police, First Nations Police Services and with the RCMP. This included presentations to Six Nations Police, members of Edmonton Police's Professional Standards, the Police Association of Ontario's (PAO) Executive Board Meeting, and a joint Ontario Association of Chiefs of Police (OACP)-SIU committee meeting. As well the SIU made 12 presentations to recruit classes and front-line supervisors at the Ontario Police College.

Community Focus

The Director's Resource Committee (DRC) was formed in response to a recommendation made by the Honourable George Adams in his first consultation report on the SIU, issued in 1998. In it, Mr. Adams recommended that, "the SIU, the police and community groups should meet on a regular basis to discuss general SIU related matters." This important recommendation recognized that people had varying perspectives about the proper function and indeed even the existence of the SIU. It also recognized that there was a need to promote communication in order to avoid misunderstanding.

The Director benefits from the open discourse that occurs at the DRC meetings. The meetings focus on the general operations of the SIU and systemic issues that are matters of concern to the community.

The committee met in December 2004 to discuss recent cases, outreach efforts and committee membership. Members agreed there was a need to diversify the committee's membership to include other ethnic and community groups and to expand the scope of the

committee to outside the Toronto area. Since that meeting, three new members have accepted the invitation to join the committee, and the SIU plans to establish additional DRC's throughout Ontario, beginning in the north.

Committee members have shared their views about what the committee should do. As a result of those discussions, the DRC will now have standing items on its agenda, which will include:

- Updates on internal education programmes, including diversity training;
- Details of outreach activities including a breakdown of the number of presentations to non-police agencies;
- Updates about the current relationship with the police;
- Updates on Aboriginal issues as they affect the SIU;
- Updates on progress towards the goals listed on the SIU's Action Plan (originally started as the Adams' Report Action Plan); and
- Case statistics.

Over the next year the Director expects to receive the views of the DRC on the proposed amendments to the complaints regime as recommended by the Honourable Patrick LeSage, focusing on how any of those changes might impact upon the business of the Special Investigations Unit. As well, the Director will engage the DRC in discussions about performance measures.

Broader Community Outreach

The SIU continues to respond to opportunities to raise the overall profile of the SIU amongst the general public. In 2004-05, the SIU made 24 presentations to community groups and students in various programmes such as police studies, forensic studies and criminology courses. This included a presentation to the Jane and Finch Concerned Citizens group in August 2004. Furthermore, the SIU had a booth at the Association for Black Law Enforcers (ABLE)/Humber College Career Fair in October 2004.

Outreach to Other Civilian Oversight Organizations

This year the SIU hosted several national and international delegations, all with an interest to examine the Unit's facilities and study the manner in which the SIU's operations are conducted.

In April 2004, the Executive Officer traveled to Saskatchewan to present to about 20 Chiefs of the Federation of Saskatchewan Indian Nations (FSIN). The meeting was an information

Left: Community Ombudsman Pierce Murphy (R) with an SIU Forensic Ident Supervisor.

Right: Delegates from Edmonton Police Service (Centre) with SIU Executive Officer and an Investigative Supervisor.

session about how the SIU works in Ontario and an opportunity to share experiences with their oversight body, which is also called the SIU.

In October 2004, Pierce Murphy, the Community Ombudsman for Boise City, Idaho, visited the Unit. He is responsible for overseeing complaints made by citizens against the police in Boise and ensuring that police policies and practices reflect the needs of the community. Mr. Murphy had earlier attended the annual conference of the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) - hosted by the SIU. He returned to visit the Unit to learn more about the Unit's investigative practices in cases involving the police that resulted in death. In turn, staff of the SIU benefited from Mr. Murphy's insights and experiences as Community Ombudsman.

In January of this year, the SIU hosted a delegation from the Professional Standards department of the Edmonton Police Service. There is a movement in Alberta to change how complaints against the police are handled. The officers were sent on a fact-finding mission to explore various models for the delivery of independent civilian oversight, including the SIU.

Also in January, some 30 members of a business, governmental and educational delegation from the People's Republic of China spent a day at the SIU learning about civilian oversight of the police and, more generally, the system of justice in Ontario. They toured the office, spoke with staff and asked questions of the Director. While there were obvious differences in ideas about oversight, it was clear that these visitors shared an understanding of the importance of police accountability.

DAVID H. BIETES
MAYOR

COUNCIL MEMBERS

COMMUNITY OMBUDSMAN
PIERCE MURPHY

BOISE

October 26, 2004

James L. Cornish
Interim Director
Special Investigations Unit
5090 Commerce Boulevard
Mississauga, Ontario L4W 5M4
CANADA

Dear Director Cornish:

I wish to extend my heartfelt gratitude to you and the entire staff of the S.I.U. for the hospitality and professional assistance I received during my visit last week. I came to Toronto hoping to leave with a few ideas for improvement in how we conduct our investigations of officer-involved shootings. My expectations were far exceeded! Not only did I return to Boise with a long list of ideas to consider, more importantly, I was impressed by the unit's dedication to professional, evidence-driven oversight of the police. The men and women of the S.I.U. are an inspiration and a model for civilian oversight of the police.

Please convey my personal thanks to each member of your staff who assisted me during my visit. Be assured of my immediate cooperation and assistance in the future.

Sincerely,

Pierce Murphy
Community Ombudsman

LPM:pm

Training

The SIU has demonstrated a long-standing commitment to training resulting in a highly qualified, expert investigative team. The training effort is managed by a Training Coordinator whose role is to identify training requirements, assess individual staff training needs, and develop training standards. He is responsible for designing and implementing a training strategy that covers a broad range of needs and topics. As well, he evaluates training opportunities and resources at the local, national and international levels to determine whether they will meet the needs of the SIU.

During 2004-05, while there was a vacancy in the Training Coordinator position, an Education Advisory Committee was formed. The committee consisted of representatives from each part of the Unit, and they worked together to recommend to the Director training programmes for the SIU (including internal training sessions). When the vacancy was filled in March 2005, it was determined that the Education Advisory Committee would continue and support the work of the Training Coordinator.

Investigator Training:
The SIU continues to focus on maintaining training standards amongst its investigators and forensic identification staff, building on the foundation created by the very intensive training period required in previous years to ensure that SIU met or exceeded accepted training standards. In 2004-05, training courses included:

- Reid Interview and Interrogation course
- TASER training
- Bloodstain Pattern Analysts Annual Training Conference in Tucson, Arizona
- General Investigative Techniques
- Forensic DNA Evidence
- OPP Advanced Bloodstain Pattern Analysis training
- Search Warrant course
- Sexual Assault Investigation course
- Eyewitness Identification Seminar

In addition to attending off-site courses, the Unit holds internal quarterly and annual seminars devoted to ensuring that SIU staff is kept up-to-date on the most recent science, investigative techniques, and understanding of the law. In 2004-05 experts were brought in to train investigative staff on the following range of topics:

- Critical incidence response
- Bereavement notification
- Search and seizure powers
- Lost and destroyed evidence

- First Nations cultural awareness
- Firearms
- Victim Witness Assistance Programmes
- Victim Critical Assistance Referral Services
- Consent for biological samples
- DNA testing and new technologies
- Defensive tactics and police vehicle operations

Management Training:

The SIU continued to emphasize management training in 2004-05 and staff attended the following courses:

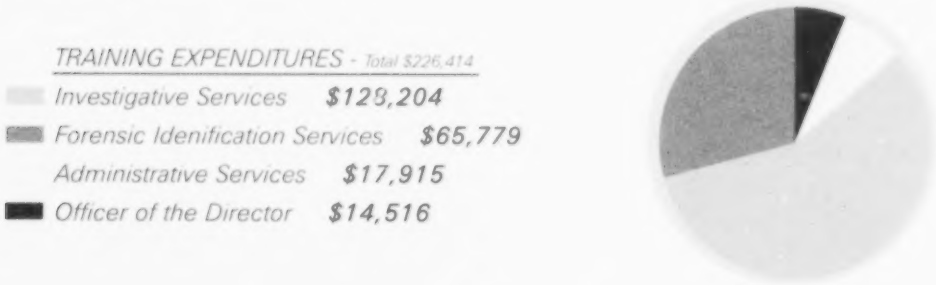
- Labour Relations course
- Values and Ethics course
- Performance Management course
- Governance and Accountability

Training Expenditures:

Direct course costs:	$31,015
Travel related to training:	$38,900
Salary costs for training days:	$156,498
Total	$226,414 (4.2% of total budget)

Staff time spent participating in training was a total of 569.42 days.

Training Costs


TRAINING EXPENDITURES - Total $226,414
Investigative Services $129,204
Forensic Idenification Services $65,779
Administrative Services $17,915
Officer of the Director $14,516

First-Person Perspective: Forensic Identification

As a member of the Toronto Police Service for 35 years, I served the community in diverse fields - including uniform duties, investigative branches, and Forensic Identification. Several of my former colleagues joined the SIU and they spoke of the high standards of professionalism, ethics, and fairness of the organization, so after my retirement, when the opportunity to join the SIU arose, I jumped at the chance.

Upon being hired, it was evident that the SIU was committed to excellence and expected nothing less from its employees. Significant efforts are expended to provide Forensic Identification Technicians with state-of-the-art equipment and training, thereby ensuring that we have the skill-set and tools necessary to perform at a high level of competency.

In my relatively short tenure with the SIU, I have noticed an improvement in the interaction of police officers with the Unit. There is greater co-operation, which seems to be a reflection of the SIU's increasing credibility, which is in turn related to the demonstration of the expertise of the SIU teams as they conduct investigations.

The SIU must continue to improve relationships with the policing community. This will be achieved by hiring highly skilled and competent individuals and maintaining the existing levels of training. It is also imperative for the SIU to maintain the proper balance between technical expertise, education, and practical experience when selecting potential candidates for hire. Only then, will a strong partnership and level of trust be brokered between the police and the SIU.

Continuously re-evaluating business practices, hiring procedures and the development of policies and procedures will better serve the community at large. The SIU is and should be the benchmark by which all other independent civilian oversight agencies are judged.

Human Resources and SIU Infrastructure

The Excelsior Awards

The Excelsior Awards are given annually by the Ministry of the Attorney General in recognition of excellence in public service. In 2004-05, two SIU staff members received the Excelsior Award.

Left - Right:
Reg McKeen and Leslie Noble at the Excelsior Award Ceremony.

Reg McKeen, Investigator, for Excellence in Teamwork:

Reg McKeen's ability to motivate and support fellow team members is invaluable to the Special Investigations Unit. As part of the SIU's investigative team, Reg encourages open communication and collaboration, shares his knowledge and experience with others and expertly identifies and utilizes each team member's strength to ensure that investigations are conducted thoroughly and efficiently. This sharing of knowledge fosters collaboration in the investigative process and helps move the investigation forward. Though investigations can occupy much of his attention and time, Reg always thanks his co-workers for their work and input. Co-operation and effective communication with the various parties to an investigation is vital. Reg has established a positive interaction with members of different police forces, lawyers and members of the public that may ease future contacts between these groups and the SIU. As one co-worker points out, "I believe that Reg's dedication to his work and his appreciation of the work completed by his associates, has helped to expedite the process of his investigations."

Leslie Noble, Forensic Investigation Technician, for Outstanding Achievement:

Leslie Noble, a Forensic Identification Technician, took the initiative to become certified in a highly specialized field of blood spatter interpretation by devoting personal resources to this endeavour. In the past, this specialized training has only been available through police services. With the certification of Leslie, the SIU has reinforced its independence in its investigations. He is thorough, accurate and professional in all aspects of his work. For investigations in remote locations, Leslie recommended an improved, more efficient way to respond by creating 'travel kits' that are properly equipped to conduct a thorough forensic investigation. Says an SIU colleague, "This is typical of Mr. Noble's desire to enhance the reputation of the SIU as an independent and effective investigative agency."

SIU Memberships

The SIU and its staff are affiliated with a range of professional associations. Many of these relate to specific communities of practice - civilian oversight, forensic identification, the law - and membership allows SIU staff to keep current on emerging practices, to participate in public policy discussions, and to meet and exchange information with other professionals in their fields. The SIU had memberships in the following organizations in 2004-05:

Canadian Association of Civilian Oversight of Law Enforcement:
CACOLE is a non-profit, national organization of agencies involved in the oversight of law enforcement in Canada. The members of CACOLE are dedicated to advancing the concepts, principles and application of civilian oversight of law enforcement.

Ontario Association of Police Services Boards
The OAPSB provides information, services and training to support and enhance the civilian oversight and professional governance of policing services in Ontario. Membership includes OAPSB member mailings and a subscription to the "OAPSB Bulletin Board" newsletter.

International Association for Identification (IAI)/Michigan-Ontario Identification Association (MOIA)
This association is devoted to the publication of research and information about forensic identification in its various disciplines. The Journal of Forensic Identification is published by the IAI. The MOIA is a regional association with ties to the International Association for Identification.

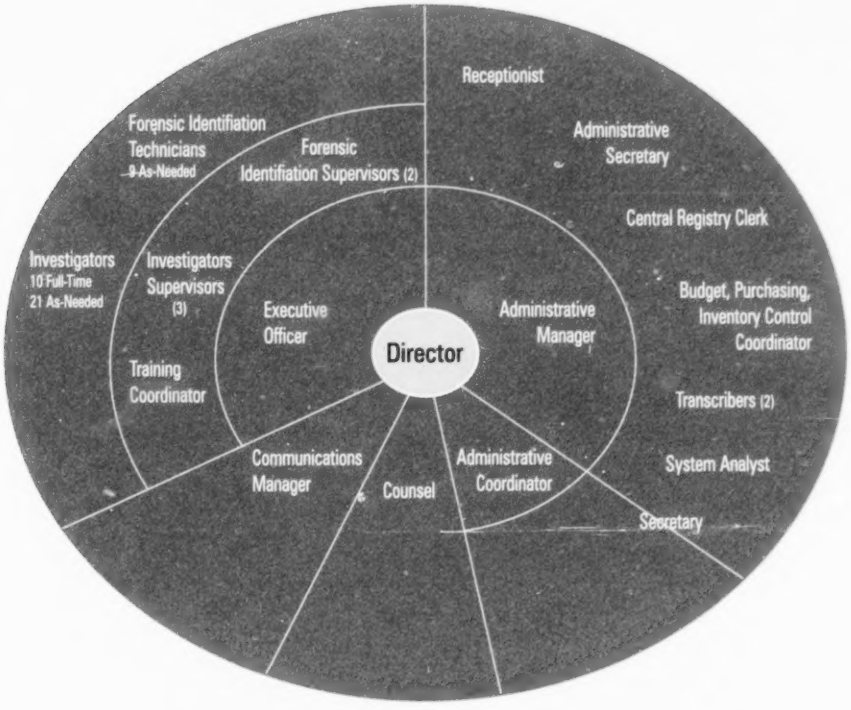
Forensic Science Society
The Forensic Science Society acts as a multi-disciplinary society dedicated to the application of science to the cause of justice. The Forensic Science Society holds a minimum of two symposia per year and publishes the "Society's Journal" which has become a major influence in international forensic science.

Canadian Identification Society
Membership includes a subscription to "Identification Canada" which provides state of the art research information on forensic analysis and photographic techniques along with educational seminars for members.

American Academy of Forensic Sciences
The American Academy of Forensic Sciences is a non-profit professional society devoted to the improvement, administration and the achievement of justice through the application of science to the processes of law. The American Academy of Forensic Sciences publishes the "Journal of Forensic Sciences".

The Law Society of Upper Canada
The Law Society of Upper Canada is the governing body for lawyers in Ontario. Law Society is primarily responsible for regulating the legal profession in the public interest according to Ontario law and the Law Society's rules, regulations and guidelines.

SIU organizational structure



Review of SIU Operations Orders

In his review, the Honourable George Adams noted that some of the SIU's operations orders, which cover nearly every aspect of the work done by the Unit, were dated and others were developed for specific circumstances and were not suitable for general application. In 2004-05, the SIU began what will be an exhaustive review of all its operations orders, with the aim of ensuring that the replacement policies reflect best practices and the values of the Unit. By year-end, three of the new policies had been finalized:

- SIU Writing Guide (revised)
- Central Registry (revised)
- Photo Lineups (new)

The SIU
Administrative Team

Procurement

Halogen Balloon Lights:
The purchase of four 4,000-watt Airstar Sirocco Halogen Balloon Lights has proven useful for lighting scenes such as motor vehicle collision sites. The lights provide illumination from above and therefore the search for evidence is faster and easier. This purchase means the SIU can examine scenes at night rather than, in some instances, waiting for sunrise.

Digital Voice Recorders, Cameras:
The purchase of digital equipment now allows digital images and recordings to be downloaded to the Unit server or a local PC. Statements, pictures and digital recordings can also be sent electronically off-site to the SIU office and directly to a staff member for master file storage. This enhancement also allows for immediate electronic access, rather than searching for information manually from a master file.

Colour Photocopier:
A new colour photocopier was purchased so that the Unit can quickly reproduce documents and exhibits including scene photographs. This machine will also produce outreach material less expensively.

First-Person Perspective - Administration:

Our administrative team is comprised of an Administrative Manager and 9 people who provide a myriad of support services for the SIU. Collectively, we have an average of about 19 years in providing administrative services. In December, we were nominated for an Ontario Public Service (OPS) Excelsior award for excellence in teamwork.

Each person on the team has highly individualized areas of expertise which include processing Freedom of Information (FOI) requests, transcribing materials for investigations, providing human resources and payroll assistance, purchasing, budgeting, providing computer systems support, and coordinating administrative services for SIU staff. The work that some of us do is also integral to the Director's ability to make decisions on cases.

We support the overall goal of investigative excellence by aiming to provide timely and reliable "service on demand." There is an immediacy to each of our jobs that is essential to the progress of the investigations. Not surprisingly, there is also a correlation between the SIU's caseload and administrative support services. The more cases there are, the busier we get.

Also, with growing public awareness, the admin team receives more calls, walk ins and FOI requests from people requesting assistance or information. Our structure is uncharacteristic of the OPS in that although we have a provincial jurisdiction, we do not have regionalized offices. We work from one office in Mississauga and are responsible for providing administrative support to investigators across the province.

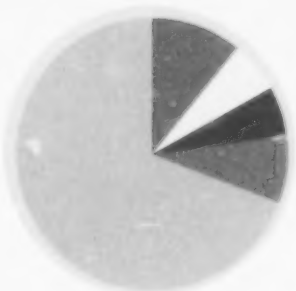
Staff turnover in administrative positions is not uncommon, and our biggest challenge over the past year has been staffing. We had one member retire after 24 years with the OPS, a member who is on maternity leave and another member who recently transferred to another organization. As a result, we have done a lot of job sharing in specific areas of work such as budgeting, purchasing and FOI requests. This has allowed us to experience and explore our colleagues' areas of work and many of us have developed transferable skill sets.

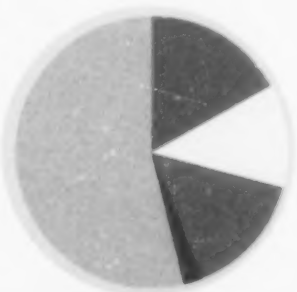
Financial Expenditures

For the year ended March 31, 2005 the total annual expenditures were $4,736,486. There was a sharp decrease in expenditures this year due to a 35% reduction in caseload.

2004-05 EXPENDITURES

Salaries & Wages	***$3,266,423 / 69%***
Services	***$542,126 / 11%***
Bennefits	***$374,595 / 8%***
Transportation & Communication	***$284,382 / 6%***
Supplies & Equipment	***$268,960 / 6%***





2004-05 EXPENDITURES BY SECTION

Investigative Services	*$2,785,298*
Identification Services	*$703,706*
Administrative Services	*$600,936*
Office of the Director	*$532,016*
Communications	*$114,530*

commitment

promise, pledge, or bind to a certain course or undertaking

LOOKING FORWARD

In 2004-05, the SIU developed an Action Plan, based in part on the recommendations made by the Honourable George Adams in his 2003 review of the Unit. It is also based upon a re-energized planning process at the SIU. In the coming year, the Unit will focus on continuing to implement the Action Plan, with particular attention to:

- Developing new performance measures that better reflect the SIU's objectives. Before being adopted, these new standards will be communicated to stakeholders for their comments and discussed with the Attorney General;
- Expanding the SIU's community relations efforts by establishing a series of additional Director's Resource Committees in regions across the province. The first new DRC will be formed in the north;
- Recruiting an Affected Persons Coordinator to liaise with and provide services to people and families affected by our cases;
- Establishing training standards and exploring the benefits of retaining an external consultant to conduct a review of training practices and processes;
- Continuing to revise operations policies, which will also include a revised media relations policy; and
- Reviewing the regional structure of the Unit.

In collaboration with key stakeholders, the SIU is pursuing regulatory and legislative amendments to address a number of issues such as the inclusion of civilian members of all police services within the legal framework governing SIU investigations. These will necessarily proceed on a timetable set by the government.

The SIU also intends to bring more focused attention to its relationship with First Nations people. A First Nations outreach policy and related initiatives, including the designation of a First Nations Liaison, will be developed and implemented.

In its 15th year, the SIU continued with improvements to its operations and embarked on several initiatives to engage staff members in discussions about the mandate of the SIU and their contribution to it. One such initiative is the development of a unifying set of values for the organization. This inclusive process will result in a value statement that will be a force for cohesion and integration across diverse sections of the Unit. Another initiative is the revision of the Investigator's Creed by the investigative staff themselves. These, and other measures, will be reported in the next Annual Report.

APPENDIX A:

SIU Occurrences - APRIL1, 1991 to MARCH 31, 2005

Type of Occurrences	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05
Firearm Deaths	8	6	2	2	4	9	4	1	3	5	4	1	2	8
Firearm Injuries	13	12	14	11	16	12	10	9	8	8	5	9	8	4
Custody Deaths	7	15	12	14	24	24	12	18	21	18	19	17	26	15
Custody Injuries	12	32	84	93	54	42	52	65	60	85	75	86	90	58
Other Injuries/Deaths	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	1	0	2
Vehicle Deaths	5	3	12	11	6	8	5	12	10	8	12	7	9	9
Vehicle Injuries	23	16	86	80	55	57	56	64	43	36	31	21	41	30
Sexual Assault Complaints	0	11	9	11	9	8	9	11	10	15	15	9	16	11
Totals	68	95	219	222	168	160	148	180	156	177	162	151	192	137
# of cases in which charges laid (number of officers charged)	14	8	1	3	4	3	2	3 (6)	6 (6)	5 (9)	4 (5)	4(4)	2(2)	3 (4)

Case Closure Statistics

	1989-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05
Total # of Cases Closed	177	150	172	158	142	182	117
Average # of days to close	49.1	36.9	30.37	20.08	14.68	22.26	23.91
# of cases closed within 30 days	71	77	107	110	131	139	89
% of cases closed within 30 days	40.10%	51.30%	62.90%	69.60%	92.25%	76.37%	76.07%

2004-2005 SIU OCCURRENCES BY REGION, POLICE SERVICE AND POPULATION

COUNTY	POP.*	POLICE	TOTAL CASES	% OF TOTAL CASES	FIREARMS INJURY	FIREARMS DEATH	CUSTODY INJURY	CUSTODY DEATH	VEHICLE INJURY	VEHICLE DEATH	SEXUAL ASSAULT	OTHER
SIU CENTRAL REGION												
Haldimand	52,335	OPP Haldimand County Detachment	1	0.7%			1					
Brant	118,485	Brantford Police Service	2	1.5%			1		1			
Region of Halton	375,229	Halton Regional Police Service	1	0.7%			1					
		OPP Burlington Detachment	2	1.5%					1	1		
Simcoe	377,050	Barrie Police Service	1	0.7%							1	
		OPP Southern Georgian Bay Detachment	1	0.7%					1			
		OPP Orillia Detachment	1	0.7%					1			
		OPP Huronia West Detachment	1	0.7%					1			
Region of Niagara	410,574	Niagara Regional Police Service	8	5.8%			5		1		2	
Hamilton Division	490,268	Hamilton Police Service	9	6.6%	1		3	2	3			
Durham Region	506,901	Durham Regional Police Service	3	2.2%		1			1			1
York Regional	729,254	York Regional Police Service	3	2.2%	1			1	1			
Peel Region	988,948	Peel Regional Police Service	5	3.6%			4	1				
		OPP Caledon Detachment	1	0.7%					1			
Toronto Division	2,481,494	Toronto Police Service	35	25.5%	2	5	11	4	9	2	2	
TOTAL CENTRAL	**7,148,873***	**(% of Ontario's population: 62.7%)**	**74**	**54.0%**	**4**	**6**	**26**	**8**	**21**	**3**	**5**	**1**
SIU EASTERN REGION												
Lennox and Addington	39,461	OPP Napanee Detachment	2	1.5%			2					
Prince Edward	24,901	Belleville Police Service	2	1.5%		1			1			
		OPP Prince Edward Detachment	1	0.7%			1					
Prescott and Russell	76,446	OPP Hawkesbury Detachment	1	0.7%						1		
Stormont, Dundas and Glengarry	109,522	OPP Stormont, Dundas and Glengarry Detachment	1	0.7%							1	
Frontenac	138,606	Kingston Police	2	1.5%				1		1		
Ottawa Division	774,072	Ottawa Police Service	9	6.6%			7		1	1		
North Humberland	77,497	Cobourg Police Service	1	0.7%			1					
		OPP Northumberland Detachment	3	2.2%			1		1		1	
Peterborough	125,856	Peterborough-Lakefield Community Police Service	1	0.7%							1	
		OPP Peterborough County Detachment	1	0.7%			1					
TOTAL EAST	**1,482,238***	**(% of Ontario's population: 13.0%)**	**24**	**17.5%**	**0**	**1**	**13**	**1**	**3**	**3**	**3**	**0**

2004-2005 SIU OCCURRENCES BY REGION, POLICE SERVICE AND POPULATION

COUNTY	POP.*	POLICE	TOTAL CASES	% OF TOTAL CASES	FIREARMS INJURY	FIREARMS DEATH	CUSTODY INJURY	CUSTODY DEATH	VEHICLE INJURY	VEHICLE DEATH	SEXUAL ASSAULT	OTHER
SIU NORTHERN REGION												
Parry Sound District	39,665	OPP West Parry Sound Detachment	1	0.7%					1			
Muskoka District	53,106	OPP Bracebridge Detachment	1	0.7%			1					
Timiskaming District	34,442	OPP Kirkland Lake Detachment	1	0.7%			1					
Kenora District	61,802	OPP Sioux Lookout Detachment	1	0.7%			1					
Cochrane District	85,247	Timmins Police Service	1	0.7%			1					
Algoma District	118,567	OPP East Algoma Detachment	1	0.7%			1					
Thunder Bay District	150,860	Thunder Bay Police Service	1	0.7%			1					
		OPP Greenstone Detachment	1	0.7%				1				
Greater Sudbury District	155,268	Greater Sudbury Police Service	3	2.2%			1				2	
		OPP Sudbury/Espanola Detachment	1	0.7%						1		
TOTAL NORTH	**746,778***	(% of Ontario's population: 6.5%)	**12**	**8.8%†**	**0**	**0**	**7**	**1**	**1**	**1**	**2**	**0**
SIU WESTERN REGION												
Oxford	99,270	OPP Oxford Detachment	1	0.7%		1						
Chatham-Kent	107,709	Chatham-Kent Police Service	1	0.7%								1
Wellington	187,313	Guelph Police Service	1	0.7%			1					
		OPP Wellington Detachment	1	0.7%					1			
Essex	374,975	Windsor Police Service	4	2.9%			2	2				
Middlesex	403,185	London Police Service	7	5.1%			5	1		1		
		OPP Middlesex Detachment	2	1.5%				1		1		
Region of Waterloo	438,515	Waterloo Regional Police Service	9	6.6%			4	1	4			
Perth	73,675	OPP Perth County Detachment	1	0.7%							1	
TOTAL WEST	**2,032,157***	**(% of Ontario's population: 17.8%)**	**27**	**19.7%†**	**0**	**1**	**12**	**5**	**5**	**2**	**1**	**1**
	11,410,046	**Total Cases:**	**137**		**4**	**8**	**58**	**15**	**30**	**9**	**11**	**2**

*Population information provided by 2001 Census Canada. Statistics Canada excludes First Nations data where enumeration was incomplete. For further information please refer to the Statistics Canada website. The total population for each region includes counties in which no SIU cases took place and which, therefore, are not listed on the chart.

†Inconsistencies in total percentages are due to rounding.

SIU CHECKLIST FOR POLICE SERVICES

- When an incident occurs that may fall within the jurisdiction of the SIU refer to your Police Service order concerning SIU.

When serious injury is suspected but not yet confirmed, serious injury is confirmed, death has occurred or a sexual assault has been alleged:

- Call SIU Occurrence Report Line - 1-800-463-6939
- Identify yourself by name, rank, and Police Service
- Supply a telephone number and extension where an SIU Supervisor can reach you. The SIU Supervisor will return a telephone call to you.

Reporting the Incident

- SIU Supervisor will identify himself to you.
- Please explain the incident, date, time, scene location.
- Identify who the Liaison Officer will be and provide contact telephone number.
- Identify the injured person, what injury is suspected and where the injured is being treated. Has the next of kin been notified?
- Provide a brief description of the incident as known to you.
- Identify the involved Police Officers.

If SIU is not attending

- SIU Supervisor will advise that SIU will not be investigating incident and the Police Service can continue their investigation;
  OR
- SIU Supervisor will request that the Police Service monitor the injured person's condition and advise when the injury becomes known. If injury is serious, an investigation will be commenced. Until then the Police Service may continue their investigation.

SIU Commences an Investigation

- Describe where the scene is, and how it is being protected.
- Are there any environmental concerns that may affect the scene? (i.e. rain, snow, high winds, public safety)
- What interest, if any, does the Police Service have in the scene? Will they be asking to share the scene and evidence?
- Will the Police Service be conducting a criminal investigation as a result of this incident? What criminal offence is being investigated? Does the Police Service have any interest in speaking with any of the witnesses prior to SIU Investigators?
- Segregate Witness Officers and have notes prepared as per PSA Regulation.
- Segregate Subject Officers and have notes prepared as per PSA Regulation.

SIU SPECIAL INVESTIGATIONS UNIT
UES UNITÉ DES ENQUÊTES SPÉCIALES

Independent Investigations • Community Confidence • Enquêtes indépendantes • Confiance de la collectivité

SIU INCIDENT REPORT CHECKLIST

☐	Call SIU Reporting Line at 1-800-463-6939		
☐	Your name and name of Police Liaison Officer Police Service Telephone number		
☐	Describe nature of incident		
☐	Time and date of incident		
☐	Location of incident		
☐	Is there a scene? What protective measures are being taken?	Yes	No
☐	Has Police involved equipment been secured?	Yes	No
☐	Do Police still have an investigation ongoing?	Yes	No
☐	Coroner advised (if applicable)	Yes	No
☐	Name of injured person(s) and their location		
☐	Extent of injuries		
☐	Identity of Next of Kin Next of Kin notified	Yes	No
☐	Identity of involved Officers and roles		
☐	Location of Officers		
☐	Are Officers segregated?	Yes	No
☐	Are Officers completing notes?	Yes	No

SPECIAL INVESTIGATIONS UNIT

5090 Commerce Boulevard, Mississauga ON L4W 5M4

Tel: 416-622-0748 or 1-800-787-8529 • Fax: 416-622-2455

E-mail: inquiries@siu.on.ca • Web Page: www.siu.on.ca

REACH US:

Special Investigations Unit

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